Group 1 Professional Dev Plan

* Targeting Parent Engagement and increasing staff Cultural Competence

**September**– Intro of data. Data driven dialogue (bar graphs on correlation between Developmental Assets and Risk Factors in building resiliency in youths). Introduce the demographic data in our school; define issue of needing more parental engagement. Teach Cultural Competency Continuum in jigsaw. Ask staff to think of examples of where they fall in continuum in their practices in the classroom and the school in general.

**October** – Teach the Developmental Assets to staff. Have staff do self-reflection by ranking their own assets. Discuss importance of knowing these in terms of your students. Discuss how it will be used. Ask question on any recent examples of behaviors that fall into the CCC (Cultural competency continuum).

**November** – Review Dev. Assets handbook and organize and review surveys for students. Discuss how surveys will be given to students. Set timelines and procedures for gathering survey results. Ask question again on reflection of recent behaviors that fall into CCC.

**December** – Gather class data from surveys. Discuss top 10 areas and hypothesize why. Decide as entire campus what top 3 areas of weakness are. Connect areas of weakness to practices school can employ to move up the CCC.

**January** – Discuss Dev. Asset 1. Elaborate; brainstorm how staff will work on it in class and across school. Discuss strategies and potential barriers. Connect CCC to practices.

**February** – Discuss Dev. Asset 2. Elaborate; brainstorm how staff will work on it in class and across school. Discuss strategies and potential barriers. Connect CCC to practices.

**March** - Discuss Dev. Asset 3. Elaborate; brainstorm how staff will work on it in class and across school. Discuss strategies and potential barriers. Connect CCC to practices.

**April** – Review 10 Commandments Handbook for parents with staff. Select teachers to set up stations where parents rotate through to learn about each commandment. Have materials in multi languages, have interpreter volunteers at stations. Discuss strategies staff can employ in the CCC along the welcoming end of the spectrum.

**May** - Evaluate yearlong process. Revisit CCC. Use “concentric” circle activity as format to ask and elicit listening and reflection. Re-do 40 Dev. Assets surveys with students.